





Policy

University: Sri Sri University
Country: India
Web Address: www.srisriuniversity.edu.in

Non Discrimination in Employment and education Policy

Name of Policy	<i>Non Discrimination in Employment and education Policy</i>	Prepared By	<i>Mr. Jayakar Sodagiri</i>	
Department	<i>All</i>			
Effective Date	<i>03-06-2020</i>	Approved by	<i>Executive Registrar</i>	
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Policy Statement

Non - discrimination. No one shall be subject to discrimination on the basis of their race, sex, color, creed, religion, age, national origin, disability, marital status, sexual orientation, gender identity, or gender expression in the terms and conditions of employment, personnel practises, access to and participation in programmes, services, or activities. Additionally, it is unlawful to discriminate in the workplace based on a person's familial status, membership in a local commission, or participation in its activities.

Scope and Purpose of Policy

This policy does not address the content of speech; rather, it targets verbal or physical behaviour that violates state and federal laws against discrimination and harassment. Sri Sri University will take into account a person's constitutionally protected right to free speech and academic freedom in situations when verbal remarks and other forms of expression are involved. However, neither academic freedom nor free expression safeguard against discrimination or harassment. Sri Sri University must uphold and promote complete freedom of speech, inquiry, teaching, and research

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within the bounds of the law. Academic autonomy comes with the obligation to ensure that everyone in our community of educators can take advantage of it without fear of reprisal, exploitation, or pressure.

In order to protect the rights and privacy of the complainant, respondent, and other parties involved as well as to prevent retaliation or reprisals, this policy shall apply to all individuals affiliated with Sri Sri University, including but not limited to its students, employees, applicants, volunteers, and agents, and Board of Trustees. Those who transgress this policy will face disciplinary action or other remedial measures.

This regulation supersedes all other nondiscrimination and equal opportunity regulations at the university.

Definitions

Subpart A. Discrimination. Discrimination means conduct that is directed at an individual because of his or her protected class and that subjects the individual to different treatment by agents or employees so as to interfere with or limit the ability of the individual to participate in, or benefit from, the services, activities, or privileges provided by the system or colleges and universities or otherwise adversely affects the individual's employment or education.

Subpart B. Discriminatory Harassment. Discriminatory harassment means verbal or physical conduct that is directed at an individual because of his or her protected class, and that is sufficiently severe, pervasive, or persistent so as to have the purpose or effect of creating a hostile work or educational environment.

As required by law, Odisha State Colleges and Universities further defines sexual harassment as a form of sexual discrimination which is prohibited by state and Union law. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature when:

- 1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, evaluation of a student's academic performance, or term or

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condition of participation in student activities or in other events or activities sanctioned by the college or university; or

- 2) Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions or other decisions about participation in student activities or other events or activities sanctioned by the college or university; or
- 3) Such conduct has the purpose or effect of threatening an individual's employment; interfering with an individual's work or academic performance; or creating an intimidating, hostile, or offensive work or educational environment.

Subpart C. Employee. Employee means any individual employed by Sri Sri University, including all faculty, staff, and administrators, teaching assistants, graduate assistants, residence directors and student employees.

Subpart D. Protected Class. For purposes of this policy:

- 1) Protected class includes race, sex, color, creed, religion, age, national origin, disability, and marital status, status with regard to public assistance, sexual orientation, gender identity, or gender expression. In addition, familial status and membership or activity in a local human rights commission are protected classes in employment.
- 2) This policy prohibits use of protected class status as a factor in decisions affecting education and employment where prohibited by federal or state law.

Subpart E. Retaliation. Retaliation includes, but is not limited to, intentionally engaging in any form of intimidation, reprisal or harassment against an individual because he or she:

- a) made a complaint under this policy;
- b) assisted or participated in any manner in an investigation, or process under this policy, regardless of whether a claim of discrimination or harassment is substantiated;

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c) associated with a person or group of persons who are disabled or are of a different race, color, creed, religion, sexual orientation, gender identity, gender expression, or national origin; or

d) Made a complaint or assisted or participated in any manner in an investigation or process with the Equal Employment Opportunity Commission, the U.S. Department of Education Office for Civil Rights, the Odisha Department of Human Rights or other enforcement agencies, under any Union or state nondiscrimination law, including the Civil Rights Act of 1964; Rehabilitation Act of 1973, and their amendments.

Retaliation may occur whether or not there is a power or authority differential between the individuals involved.

Subpart F. Sexual harassment and violence as sexual abuse. Under certain circumstances, sexual harassment or violence may constitute sexual abuse according to Odisha law. In such situations, the system office and colleges and universities shall comply with the reporting requirements in Odisha Statutes Section (reporting of maltreatment of minors) and Odisha Statutes Section (Vulnerable Adult Protection Act). Nothing in this policy will prohibit any college or university or the system office from taking immediate action to protect victims of alleged sexual abuse.

Subpart H. Student. For purposes of this policy, the term "student" includes all persons who:

1. Are enrolled in one or more courses, either credit or non-credit, through a college or university;
2. Withdraw, transfer or graduate, after an alleged violation of the student conduct code;
3. Are not officially enrolled for a particular term but who have a continuing relationship with the college or university;
4. Have been notified of their acceptance for admission or have initiated the process of application for admission or financial aid; or

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5. Are living in a college or university residence hall although not enrolled in, or employed by, the institution.

Retaliation

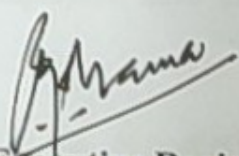
The Sri Sri University prohibits retaliation as it is described in this policy. Any person covered by this policy who retaliates on purpose will face disciplinary action or other necessary corrective action.

Procedures

Procedures for carrying out this policy must be established by Sri Sri University. Sri Sri University's equal opportunity and nondiscrimination in employment and educational policies and processes must adhere to state government regulations.

Rationale

Sri Sri University has a long-standing commitment to improving the quality of life in Odisha by promoting equality for all of its staff and students and by creating a knowledge of and appreciation for a free and varied society. Sri Sri University is dedicated to a policy of equal opportunity and non-discrimination in employment and education to help achieve these goals.


Executive Registrar
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